

## 2011 City of San Jose - OE 3 Negotiations

### OE 3 Counter Proposal - Standby Pay

City Proposal 2-22-11

5.9 Standby Pay. Employees who are required to perform standby duty shall be credited with one hour compensation at the appropriate rate for each eight hour shift they perform standby duty. In the event that the employee is called back to work, they shall be entitled to the compensation provided by Section 5.8 above, in lieu of the one-hour of standby compensation for that eight-hour shift.

5.9.1 If an employee completes a 40-hour workweek, the appropriate rate for standby pay is 1.5. If the employee does not complete a 40-hour workweek, the appropriate rate is 1.0.

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